

COMPETENCY
BASED
WORKSHOPS
FACILITED
BY
CHANDRAMOWLY
– An Album

Compiled by **C.Sahana,**
Program Coordinator

PROFILE

FOCUS : *PEOPLE DEVELOPMENT, TRAINING , OD, HR CONSULTANCY*

FORMAL EDUCATION : *Graduate in Science - PG in Literature/Anthropology,*

PROFESSIONAL QUALIFICATION :

- Course graduation /training from Covey Leadership,*
- Competency Management Accreditation from SMR Inc,*
- VOICES Certification from Lominger Inc, '*
- Human Values' form IIM Calcutta and '*
- Silva Mind control' from Australian Business Programs.*

WORK EXPERIENCE > 25 YEARS OF HRM

- MICO Bosch - 9 years*
- PSI-Bull. - GM HR - 7 years*
- Praxair Group in India - Corporate VP - HR.-7 Years*

OTHER ACTIVITIES

- Active contribution in the area of Competency Modeling*
- Visiting Faculty - Bangalore University (MBA), St Joseph's (PGDM)*
- Leadership competency workshop , conferences*
- Publication - Serial on Leadership Competency 'Deccan Herald'*
- Ex- Secretary NHRD Network.*
- Value Based Competencies - Balancing head and heart for business success*

COVEY LEADERSHIP CENTER, INC.

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for successfully completing

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HIGHLY EFFECTIVE PEOPLE

Stephen R. Covey
Stephen R. Covey, Chairman of the Board

with *A. Sullage*
Facilitator



• Graduation • 7HHEP

- Multipoint
- Feedback
- (VOICES)

The LEADERSHIP ARCHITECT® Suite Certificate

Presented to

M.R. Chandramowly

9/24/2002

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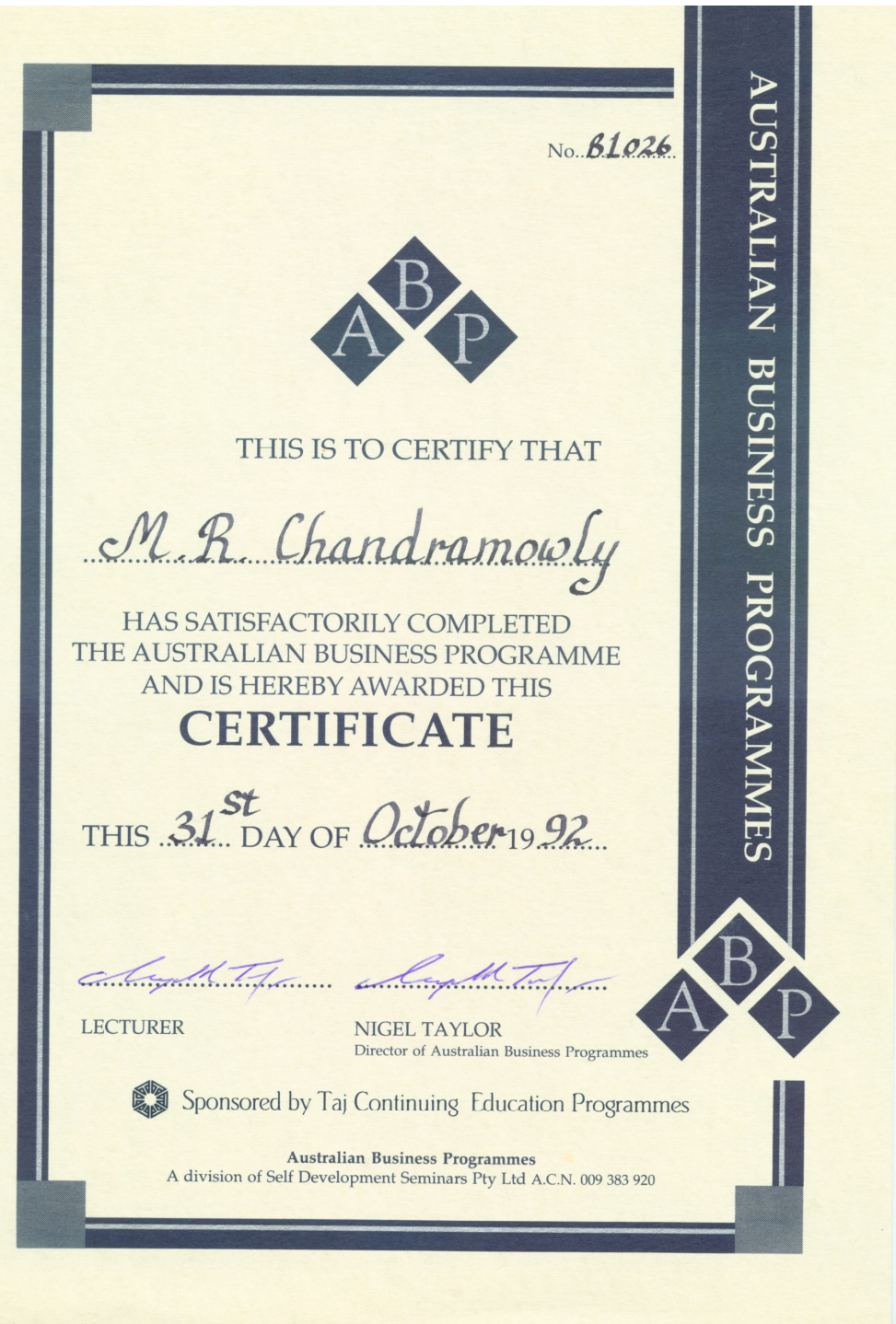
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HR

- Australian
- Business
- Program

HP



- COMPETENCY
- MANAGEMENT
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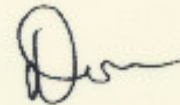
M.R. CHANDRAMOWLY

In recognition of completing the requirements of

*THE ACCREDITATION WORKSHOP ON
COMPETENCY MANAGEMENT*



R. Palan Ph.D. A.P.T
Workshop Facilitator



Prof. Donald Kirkpatrick
Chairman Emeritus

09 – 10 December 2002

Date



SMR, Helping People Learn and Perform

• Covey Leadership Workshop, Newyork





International
HR Conference,
Melbourne, Australia



International
HR Conference,
Johannesburg, S.A

Publication

- *Concept paper for National Conference, **National HRD Network, Mumbai, India** Title: Building HR Competencies for success;*
- *Asia Conference Paper for **Asia HRD Network, Thailand**, Title: Value Based Competencies;*
- *Human Values – the DNA of Leadership – **NIPM, Karnataka***
- *Write-ups and Articles on HR published in Indian Newspapers Currently a serial on Leadership competencies is being published in **Deccan Herald**— 'Avenues' from 2002*

When performance and pay are not linked in an organisation, it fails between performers and non-performers, says M R Chandra

Pay for performance

CONSISTENT profitability is the right pulse rate of healthy business. So is the relation between rewards for results. Rewarding and providing

organisation in the long run. Non-performers take this message to their convenience, which also destroys their individual development potential besides de-motivat-

may possess a specific competency, which could be high in demand, and the organisations naturally try to retain them

The power of being proactive

THE leadership competency 'proactive power' or action orientation is well illustrated in the Ant's story by Jim Rohn. It has an incredible lesson for people who would like developing the competency of 'Proactive power'.

Ants are generally headed somewhere. You try to stop them; they'll climb over and around looking for another way. Ants never quit. They think about winter all summer and

food in the mid-can't be so naive will last forever.

LEADERSHIP COMPETENCY / Proactive Power is a powerful tool of leadership which can be consciously practiced to achieve consistent results says M R Chandramowly

Proactive powered leaders are known to make things happen and get things done. They focus and reach their goals by giving directions and setting courses of actions, managing work and allocating resources in an efficient manner. In planning work and deploying resources, they clearly define work goals and milestones, take advantage of technology as an enabler, form alliances when

things with minimum planning. What is done differently is that they avoid procrastination thus seizing more opportunities than others.

Confidence is the key driver of proactive power. If you are doubtful about your capabilities required by the task, you could be slow. If you aggressively dash, others will put you down. One needs to find out a balance by self-discovery and feed-

The process of competency-based behavioural interviewing can reduce the numerous errors associated with recruitment, says M R Chandramowly

The challenge of finding right people

"You see, we just recruited this chap recently and things are not working out. Could you meet him and let me know what you think is the reason."

"Sure I will. But I think, I need more than that. How did you come to hire him?"

"It is that conference, you know; we were there together for those evening cocktails. We had few drinks and got on well with each other. He was quite interesting on how he looked at this world

Why behavioral focused? Best predictor of success



DECCAN HERALD

aver

DH

The process of competency-based behavioural interviewing can reduce the numerous errors associated with recruitment, says M R Chandramowly

WHAT predicts performance? This has been the subject of scientific in-

ter centuries. Scientists have proposed a range of factors that determine behavior and

ternative to the intelligence testing movement.

McClelland's (1973) com-

Building compete

work environment. Differences in definitions notwithstanding, Hendry and Maggio (1996)

plish their objectives. When used effectively, the competency paradigm is a tonic for man-

Wednesday, January 21, 2004

LEADERSHIP COMPETENCY / Success generally leads to complacency if a few corrective steps can solve the problem, says M R Chandramowly

Comfort zone is danger zone

LEADERS start organisations, turnaround companies, set vision and strategy, get and drive

and out of nature's recycling process without our will or consent. Same principle also works in the world of business.

Here we will be moving with the same speed of the "carrot". Carrot is visible but not reachable. Our dis-

emotions from placence, denial and resistance to eration, enthusiasm.

book "Good to Great" by Jim Collins, the co-author of best seller, "Built to Last".

He explains Hedgehog concept as the intersection of three circles; what you are deeply passionate about, what you can be the best in the world at and what drives



DECCAN HERALD

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DECCAN HERALD, WEDNESDAY, DECEMBER 4, 2002

HR competenci

M R Chandramowly
The author is Vice President, HR, Praxair India
email: chandramowly@praxair.com

II DECCAN HERALD

Principals of business go hand in hand with sound

Morals for a g

THE hard lesson we are learning is that ethics is no longer a luxury; it is the base, which underpins the successes of organisations.

It's no accident that the first recipient of the Living

systems can drift and impact critical processes and organisational health. Effective management of business ethics will lead to long-term business results, employee/customer and satisfaction.



and implications for action.

Influencing on acceptance of ideas

Shane expectations of oth

pages of
Deccan Herald

DECCAN HERALD, WEDNESDAY, JULY 17, 20

The past as guide to future

as similar to
on the as-
e best pre-
avior or per-
behavior or

interview, one could be in for a BEI.

In BEI, the questions are selected based on the essential and function competencies selected for the position. deriving

more time on our project, but he was also grateful to me for helping him out. We finished our project on time."

The next step might then to probe: "How did you feel when

Behavioral v/s traditional interviews

In the behavioral interview, the focus is on asking "how did

about your strengths and weaknesses" will not have a place in BEI. Balancing/prioritizing several tasks within a short period of time, dealing with an

ioral interviewer typically will pick it apart to try to get at the specific behaviors.

He will probe further deeply calling for details. If the

Factors evaluated in BEI

Generally in BEI, managers

•Competency Based Programs

- ❑ Building Competencies
- ❑ Behaviour Based Interviewing
- ❑ Competencies - Introductory Workshops,
- ❑ Competency Modeling,
- ❑ Developing E I Competencies,
- ❑ Dev. Band Profile,
- ❑ Competency Based HRM -Train the Trainer,
- ❑ Coaching & Consultation

COMPETENCY BASED, projects programs and
WORKSHOPS FACILITATED FOR...

GSK, Colombo

AstraZeneca

Ace Group of Companies

Quasar Innovations

G M R Group

SHAHI Group

Tata Consulting Engineers

Touchtel

TUV India

N I P M

I H R D

Dharma Computers

Meenakshi Group

Elechem Group

Malnad Alloys

Emvee Solar

.....



Participants

GSK, Colombo



Competency Modelling TUV India





WORKSHOP BUILDING COMPETENCIES
CEO, VPs, Sr Managers of ACE group

Ace Desginers - Directors and Businesss Excellence Team Leaders



**Workshop 'Managing Results' Gateway, Bangalore
Deceber 17, 2004**

Workshop Behavioral Event Interviewing







BUILDING COMPETENCIES

Enhancing Executive
Effectiveness

3 Days Workshop,
Praxair, Chennai





India Leadership Program
Praxair - Designed by MRC and IIM



Building Competencies
Praxair Regional Managers



BUILDING COMPETENCIES
M S R INSTITUTE OF MANAGEMENT STUDIES

**Competency
Based
PERFORMANCE
Management
Meenakshi
Mission Group
Madurai**



Value Based Competencies – NIPM, Madurai





Workshop- El Competencies
• AstraZeneca



straZeneca EI workshop Participants



- Workshop
- 'Managing Results'
- Batches of Sr Management
- Touchtel Group



EMMVEE SOLAR - TEAM LEADERSHIP WORKSHOP

INSTITUTE OF HRD
Presents
National Conference on
COMPETENCY MAPPING ASSESSMENT & DEVELOPMENT

July 23-24, 2004

The Leela Palace, Bangalore

INAUGURATION BY
Dr. PALAN







**Building Competencies
BMA**

**Competency Based
Interviewing, IT Companies**

**Building Competencies
NHRD Hosur**





SEH Competency Orientation Unit Workshop - 2

S E H Competency Orientation Unit Workshop - 3



- S E H Competency Orientation
- Unit Workshop - 4



•S E H Competency Orientation



•SEPL HR Group Competency •Modeling Workshop





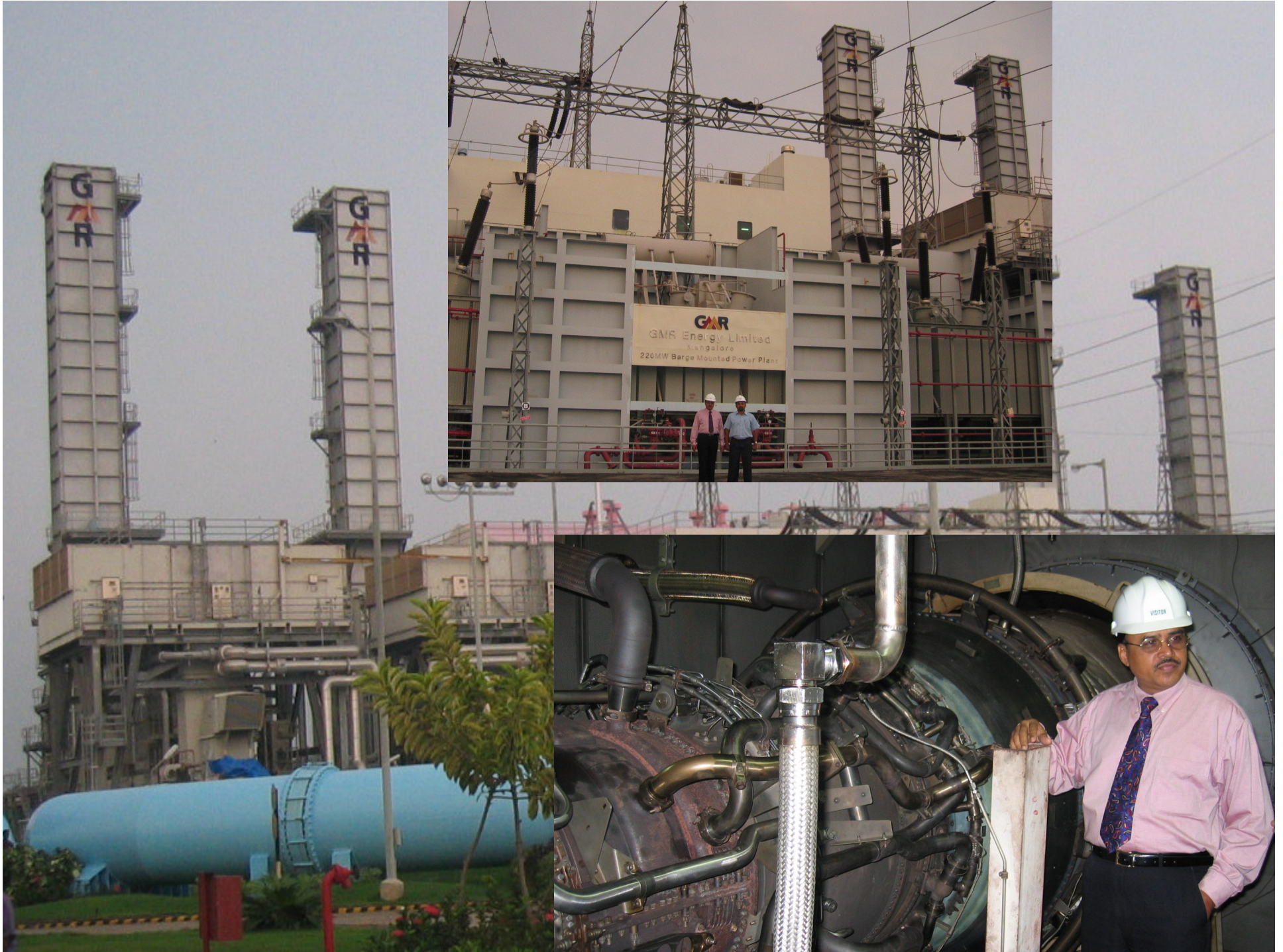
- Competency Based Interviewing
- Quasar Innovations, Sept 23, 05



BUILDING MISSION, VISION, VALUES - QUASAR INNOVATIONS



Bangalore, April 1, 2005



BEI with Mr K Narayana Rao, MD,
GMRIL Hyderabad



With U. Subba Rao, Head HR,
GMRIL (Sugar Div), Sankili, Srikakulam



• **BEIS**



Introduction to Competencies, Managers of GMRL Srikakulam, Andhrapradesh



Workshop 2, Staff, GMRIL Sankili



Introduction to Competencies Managers and Staff, GMRIIL (Metallurgical Div) Tekkali, Srikakulam Dis.A.P



- S E H Competency Orientation
- Unit Workshop - 1



•Competency Building - Workshop

•Leela, Bangalore, Oct 28, 2005



•Introduction to Competencies

•GMR Vemagiri Power



•Introduction to Competencies

•GMR Vemagiri Power



- Introduction to Competencies
- GMR - Power Plant, Mangalore



- Building Competencies
- Technical Officers, LRDE



SJCBA - BUILDING COMPETENCIES







